



DO YOU MAKE PATIENT CARE A PRIORITY? WE DO. SO, JOIN OUR TEAM TODAY!

PathCare Vermaak is a partnership of pathologists in private practice which assists doctors and healthcare professionals to determine and confirm diagnoses. The company is registered with the HPCSA (Health Professions Council of South Africa) and all our laboratories are SANAS accredited.

An opportunity exists for a Senior Medical Technologist or a Senior Medical Technician to join the team in the Histology department at our Lyttleton branch in Centurion. We are seeking an individual with a proven track record of displaying Histology competence and leadership ability with a high level of ethics and integrity while consistently aligning with the PathCare values.

Key Competency Requirements

- A national diploma/degree in the Medical Technology or a Medical Technician certificate in Histology
- Current registration with the HPCSA in Histology
- Relevant business/laboratory management qualification is advantageous
- Intermediate computer literacy (LIMS, Microsoft Office)
- 8 years' experience post HPCSA registration in a Histology environment
- Client-focused with advanced interpersonal & collaborative skills
- Effective verbal and written communication skills
- Analytical rigour and meticulous attention to detail
- Ability to evidence emotional intelligence i.e., the ability to regulate and manage one's emotions in a healthy and productive manner
- Ability to optimise processes to achieve maximum efficiencies through innovative thinking and proactive problem-solving (including advanced troubleshooting)
- Ability to optimally plan and organise so as to manage and address work objectives within the prescribed timeframes/deadlines
- Ability to work under pressure and display resilience and tenacity in challenging situations
- Ability to manage sensitive and confidential information appropriately (internally and externally)
- Ability to proactively and positively influence and motivate staff
- Ability to make decisions timeously and take accountability for these decisions
- Must have a proven track record of developing and maintaining positive relationships with internal/external stakeholders
- Must have a proven track record of leadership ability i.e., have gained experience of managing or leading a group of individuals successfully
- Ability to collaborate with a diverse group of people while encouraging transformation and inclusion
- General supervisory experience in a Histology setting
- Experience in QC review processes and experience in maintaining QA systems including SANAS audits
- Experience in technical procedure development and implementation
- Experience in displaying leadership abilities including delegating and team building
- Experience in training staff
- Must be prepared to work shifts, weekends & public holidays
- Must be fluent in English with an understanding of Afrikaans
- Must have an acceptable track record/performance record with regard to the technical and behavioural competencies required to perform in this position

Key Responsibilities

- Work collaboratively with the Pathologists and the Laboratory Manager, in their pursuit to provide patient excellence and to further establish PathCare as the laboratory of choice.
- Standing in duties when manager is on leave.
- Actively work to harness the value of people.
- Model, align to and drive the PathCare values thereby contributing to a purpose-driven and CARE values-based laboratory.
- Mentor, develop and train team members so to empower team members and encourage individual growth and development within the scope of practice.
- Perform on-site training of staff as well as provide support for less experienced colleagues within the scope of practice.
- Participate in the consistent implementation of operational processes to the standards of 'best practice', while optimising the use of laboratory resources.
- Investigate, recommend and implement initiatives to improve/enhance operational efficiencies within the scope of practice.
- Address and manage complaints/queries timeously and effectively that are within the scope of practice.
- Manage reagents and equipment.
- Perform advanced maintenance, housekeeping and troubleshooting of technical problems within the scope of practice.
- Identify and manage the needs of all internal and external stakeholders in order to prioritise and optimise patient care.
- Collaborate and lead others so as to establish and maintain good working relationships that are mutually beneficial.

CLOSING DATE: Friday, 13 December 2024

Please note that all shortlisted candidates will be required to complete a technical proficiency test to assess their level of competency.

Join the PathCare team and enjoy partnering with thought-leaders and experts in the pathology and diagnostics field while impacting on the lives of patients. Your contribution to the company will be rewarded with a market-related remuneration package which includes a retirement fund contribution and risk benefits (Group Life & Disability Cover), a health care allowance, discounted pathology tests and payment of HPCSA annual registration. Through our partnership with The PathCare Academy, we emphasise our commitment to lifelong learning and development of our talent.

Applicants who meet the criteria and are interested in joining our dynamic team are required to complete the attached application form and submit this together with a CV to Daniel.Cohrs@pathcare.net

Please indicate the position you are applying for – **POST NUMBER 2934** and include a comprehensive CV and cover letter detailing the level and extent of your knowledge, skills and competencies required for this position.

Please note: by applying for this position, your application will be subject to verification checks of your driver's license, Identity Document, qualifications/proof of registration, credit and criminal checks if required. Candidates must be willing to participate in a rigorous evaluation process.



APPLICATION FOR EMPLOYMENT

Surname	
First Names	
Title (e.g. Mr, Dr)	
Nickname	
Residential Address	
PO Box/Private Bag/Work addresses are not allowed	
Postal Code	
Phone No. - Home ()	
- Work ()	
- Cell	
Private Email Address	
Postal Address (if different to residential)	
Postal Code	
Identity Number	
Passport Number	
Tax Number	
Are you registered with SARS as a taxpayer	
Yes No	
Do you have employment in addition to Pathcare	
Yes No	
Marital Status (for SARS)	
Single Married Community Property In Out	
Next Of Kin Full Names	
Relation to you (eg. wife)	
Address	
Postal Code	
Two Contact Numbers	

Position Applied For
Location Of Position

SCHOOLING RECORD	
Highest Grade Passed	
Year Obtained	
Name Of School / Institution	

TERTIARY QUALIFICATIONS		
Degree/Diploma	Institution	Year

CURRENT / LATEST EMPLOYMENT RECORD	
Company Name	
Position Held	
Period Employed	to
Final Salary	
Reason For Leaving	
May we contact them?	Yes No
Manager Name	
Phone Number ()	

Employment Equity Required for statistical purposes	Gender	Male	Female
	Race	African White	Coloured Indian
Mark relevant with X	Disability	No	Yes
Nature Of Disability:			

PREVIOUS EMPLOYMENT RECORD	
1. Company Name	
Position Held	
Period Employed	to
Reason Left	
Manager's Name	
Phone Number ()	

Professional Registration For Current Year (please mark with X)	HPCSA	Nursing
	Other	None
Registration Number		
Are you paid up for year?	No Yes	Please attach receipt

2. Company Name	
Position Held	
Period Employed	to
Reason Left	
Manager's Name	
Phone Number ()	

Have you had prior PathCare Employment?	No	Yes
	If yes, state Job Title	
	If yes, state Location	

Do you have any actual or potential conflicts of interest you would like to declare regarding information, products/services or relationships (family and/or friends) either within PathCare or with external service or product providers? If yes, please provide additional details:

I certify that all information given by me is, to the best of my knowledge is true and correct. I understand that any false statements could result in the termination of my contract. I hereby authorise PathCare to carry out a credit and criminal record check if it is a requirement for the position as well contact the previous employers and references. I have indicated on this form or other related documents such as my CV, etc. I hereby authorise and give consent to the Company and/or its duly authorised verification agent to process the personal information provided herein in terms of the Protection of Personal Information Act ("POPIA") for the purposes of performing the necessary background and credit checks as well as confirming employment history. I authorise the Company to further process the personal information provided herein should it proceed to employ me. I understand and agree that the Company will automatically destroy information provided herein should your application not be successful within a period of 3 (three) months.

Date _____

Signature Of Applicant _____